

CA2φNL 53  
-73S02

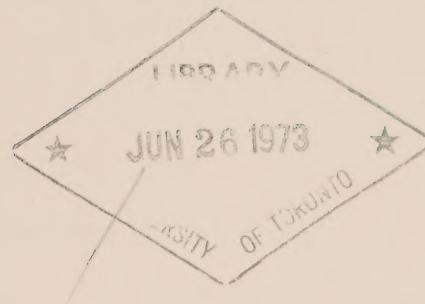
## EMPLOYMENT INFORMATION SERIES

### EMPLOYEE USE OF ADVANCE NOTICE OF TERMINATION FOR JOB SEARCH

Number 2



Ministry of  
Labour



Research Branch  
Toronto, Ontario



CA20NL 53

-73\$02

EMPLOYEE USE OF ADVANCE NOTICE OF  
TERMINATION FOR JOB SEARCH

Number 2

H. STIEBERT

RESEARCH BRANCH  
ONTARIO MINISTRY OF LABOUR

JUNE 1973

Hon. Fernand Guindon  
Minister

R. D. Johnston  
Deputy Minister



Digitized by the Internet Archive  
in 2024 with funding from  
University of Toronto

<https://archive.org/details/31761118943505>

## EMPLOYEE USE OF ADVANCE NOTICE OF TERMINATION FOR JOB SEARCH

### INTRODUCTION

Recent legislation<sup>1</sup> requiring employers to give advance notice of termination in particular situations has generated considerable interest in the usefulness of advance notice. In an attempt to provide some information on this question, the Research Branch of Ontario Ministry of Labour conducted a survey in June 1972, of firms and workers involved in terminations during the period of October 1971 to April 1972. The survey was concerned first with establishing the extent to which employees made use of the notice period to begin searching for a new job, and second, exploring the effect of advance notice on success in obtaining another job. This report examines the first question; the extent to which employees who received notice of termination made use of the notice period to look for work. The employees' actual success in obtaining work is described in a subsequent report.<sup>2</sup>

The data on use made of advance notice presented in this report cover 1,179 employees involved in mass terminations in fifteen firms from October 1971 to April 1972.<sup>3</sup> In all, over 70 per cent of the employees who lost their jobs in mass terminations made use of the notice period to look for work (see Table 1). The proportion which made use of advance notice varied by location of the lay-off, worker's age, marital status, and seniority. The length of the notice period does not appear to

- 
1. The Employment Standards Act, R.S.O., 1970, Part II, especially Regulation 251. Under this Act, employers are required to give advance notice of termination to employees with over three months service. Mass terminations are those involving ten per cent or more of a firm's employees, providing the number of persons is greater than fifty. The required notice period for mass terminations is 8 to 16 weeks.
  2. "Labour Market Experience of Persons Receiving Notice of Employment Termination." This report deals with both individual terminations and mass terminations, while the present report deals only with the latter.
  3. During this period, twenty-seven mass terminations were reported to the Employment Standards Branch, as required by the legislation. Of the twelve cases not covered in this report, ten were those in which the lay-offs did not occur during the survey period, one employer did not respond to the survey, and one response arrived too late to be included.

TABLE 1

PROPORTION OF INDIVIDUALS WHO DID AND DID NOT MAKE USE OF THE NOTICE PERIOD  
BY INDUSTRY AND LOCATION

Number of Individuals Terminated	Used Notice Period No.	Used Notice Period %	Did Not Use Notice Period No.	Did Not Use Notice Period %	Industry	Location	Population (1971)
32	30	94	2	6	Manufacturing	Sarnia	56,147
51	46	90	5	10	Manufacturing	Guelph	58,606
117	99	84	17	15	Mining	Sudbury	89,979
53	44	83	8	15	Manufacturing	Welland	44,278
32	26	81	6	19	Manufacturing	Oakville	61,719
29	23	79	6	21	Manufacturing	Mississauga	157,425
258	186	72	70	27	Manufacturing	Port Colborne	21,121
118	85	72	32	27	Service	London	219,921
152	103	68	48	32	Mining	Dobie	262
42	27	64	15	36	Mining	Temagami	1,279
88	56	64	32	36	Mining	Sudbury	89,979
58	33	57	24	41	Retail	Windsor	198,298
51	27	53	24	47	Retail	Ottawa	460,098
53	28	53	25	47	Manufacturing	Espanola	5,871
45	23	51	21	47	Mining	Matheson	842
<b>1,179</b>	<b>836</b>	<b>71</b>	<b>335</b>	<b>28</b>			

Note: The elements in the rows and columns may not sum to the total because the response "UNKNOWN" is not shown in the table. This note applies to all the following tables.

have had an effect on the worker's decision to look for work during the notice period. Neither does that decision appear to have been affected by whether the termination occurred as part of a complete plant shutdown or because of a partial closure.

## RESULTS

### Industry and Location

Of the 1,179 employees receiving advance notice of termination, 836 (71 per cent) made use of the notice period to look for new jobs. Table 1 shows that workers in large centres generally made more use of the notice period for their job search activities than did those who were employed in smaller communities, particularly those in Northern Ontario which are dependent on one or a few industries. Terminations taking place in Windsor and Ottawa seem to be exceptions to this. The search behaviour of workers in these communities seems to depend primarily on their sex and marital status, rather than the size of the local labour market, as discussed in more detail below.

Concerning the variation by size of community, a likely explanation is that in small labour markets vacancies are visible to job searchers. Individuals will use the notice period only if they know that other companies are actually hiring. In larger labour markets, where more and a wider variety of jobs exist, the worker has less opportunity to know of job openings available to him without some sort of job search.

At times the actual size of the labour market may be understated by looking only at the population of the municipality where the termination occurred. For instance, Oakville and Mississauga are relatively small when compared with the total Metropolitan Toronto area of which they are a part.

The terminations which took place in small centres, with one exception, were in the mining industry. The information suggests that workers in the mining sector, in general, have a job search pattern which is distinct from those in other industries. It has been suggested that miners not infrequently move directly to the site of known mining operations and apply there for employment, or they obtain a new job before they separate from their current employer.

In Southern Ontario,<sup>4</sup> over three-quarters of all terminated workers made use of the advance notice to search for new

---

4. Southern Ontario is defined here as comprising the locations

employment. In other words, seventy-seven per cent of the employees experiencing mass lay-offs in large labour markets with mixed economies used the notice of termination period. This finding suggests that advance warning of employment separation is of importance to a significant proportion of Ontario's work force.

#### The Length of Notice

Although one might expect a relationship between the length of the notice period and the use made of it, the survey findings do not indicate that such a relationship exists (see Table 2). It seems that, except for a minimum time requirement, the use of notice is independent of the length of the notice period. While this finding may be unexpected, there are two possible explanations for it. First, if the job search pattern depends primarily upon the worker's occupation and/or industry, a small sample may not be adequate to isolate the effect of the length of notice.

Second, the data appear to indicate that workers tend to make use of the notice period soon after the notice has been received. However, there must exist some minimum time period before the affected employees can react. That is, individuals need some time to prepare for the job search. On the other hand, once this minimum requirement has been met, there is no apparent reason why workers would postpone a job search. For example, if an employee has not made any effort to find a new job four weeks after notice, there is little reason to believe he would exert more effort after eight or twelve weeks.

#### Sex

Of all workers surveyed, fifteen per cent (181) were female.<sup>5</sup> In all industries, 73 per cent of the men and 61 per cent of the women used the notice period to look for work.

---

of Guelph, London, Mississauga, Oakville, Port Colborne, Sarnia and Welland. Ottawa and Windsor have been excluded from this group because of "atypical" behaviour observed. The remaining locations are defined as belonging to the Northern Ontario region.

5. Usable survey returns from females numbered only 181; due to the small population, sex differences have generally not been discussed in this report, other than in this section.

TABLE 2

PROPORTION OF WORKERS WHO MADE USE OF THE NOTICE PERIOD BY  
LENGTH OF NOTICE AND TYPE OF CLOSURE

Location	Used Notice Period No.	Used Notice Period %	Length of Notice in Weeks	Type of Closure
Sarnia	30	94	Various, at least 8	Partial
Guelph	46	90	8 and 19	Partial
Sudbury	99	84	8	Complete
Welland	44	83	8	Complete
Oakville	26	81	9 - 17	Partial
Mississauga	23	79	12 - 31	Partial
Port Colborne	186	72	12	Partial
London	85	72	8	Complete
Dobie	103	68	13	Partial
Temagami	27	64	11	Complete
Sudbury	56	64	8 - 12	Partial
Windsor	33	57	8	Complete
Ottawa	27	53	16	Complete
Espanola	28	53	8	Partial
Matheson	23	51	8	Complete
	836	71		

See note, Table 1.

TABLE 3

PROPORTION OF WORKERS WHO MADE USE OF THE NOTICE PERIOD BY SEX AND INDUSTRY

Industry and Sex	Employees Receiving Notice				Sex by Percent of Total	
	Used Notice Period		Did Not Use Notice Period			
	No.	%	No.	%	Total	
All Industries						
Male	725	73	266	27	998	84.6
Female	111	61	69	38	181	15.4
Total	836	71	335	28	1,179	100.0
Manufacturing						
Male	361	75	118	25	482	94.9
Female	22	85	4	15	26	5.1
Total	383	75	122	24	508	100.0
Mining						
Male	307	70	131	30	441	99.3
Female	1	33	2	67	3	0.7
Total	308	69	133	30	444	100.0
Retail						
Male	12	86	1	7	14	12.8
Female	48	51	47	49	95	87.2
Total	60	55	48	44	109	100.0
Services						
Male	45	74	16	26	61	51.7
Female	40	70	16	28	57	48.3
Total	85	72	32	27	118	100.0

See note, Table 1

Female workers were concentrated in services and retail trade, with 84 per cent of all women surveyed being employed in those two industries. While there were approximately as many women as men in services, there were approximately seven women for each man in retail trade among the terminated employees.

The relatively high proportion of female workers in the retail trade and service industries was one reason for separating them from mining and manufacturing in presenting the survey results. The job search behaviour of women may be expected to differ significantly from that of men. For example, married women who provide a second income would generally be under less economic pressure to find new employment than household heads. This expectation is supported by the data in Table 3. Of the females in retail trade whose employment was terminated, only 51 per cent used the advance notice to search for a new job. This compares with 86 per cent for males. The difference narrows in the service industries, but even here four per cent fewer women than men made use of the notice period.

While use of the notice period was relatively high for males in all industries, it was greatest in retail trade. The lowest use, for males, was in mining.

#### Marital Status

Data (see Table 4) indicate that 72 per cent of all workers who lost their jobs were married. In all industries except retail trade, the proportion of married employees utilizing the advance notice period was greater than that of single workers; the average difference being approximately ten per cent, rising to 15 per cent in manufacturing. It is also of interest to note that the percentage of employees who made use of the notice period is lowest in retail trade for all marital status groupings.

Marital status is regarded as one indicator of "economic pressure". Married heads of households usually have more economic obligations and responsibilities, and thus, are more concerned about involuntary income interruptions. In this context, more married workers would be expected to make use of the notice period than unmarried ones. This implies that married workers supplying an additional or second income will display a behaviour unlike that of other married workers. Since married women are more likely to be secondary income earners, they will seldom be under as great pressure to avoid income interruptions as single women. As a consequence, they might be expected to make less use of the notice period for purposes of a job search.

TABLE 4

 PROPORTION OF WORKERS WHO MADE USE OF THE NOTICE PERIOD  
 BY MARITAL STATUS AND INDUSTRY

Industry and Marital Status	Employees Receiving Notice				Marital Status by Per Cent of Total
	Used Notice Period No.	%	Did Not Use Notice Period No.	%	
All Industries					
Married	630	74	214	25	848
Single	188	64	104	35	298
Other	16	50	16	50	32
Total	836	71	335	28	1,179
Manufacturing					
Married	301	79	79	21	382
Single	77	64	43	36	121
Other	5	100	-	-	5
Total	385	75	122	24	508
Mining					
Married	241	72	94	28	336
Single	66	62	39	36	107
Other	1	100	-	-	1
Total	308	69	133	30	444
Retail					
Married	39	58	27	40	67
Single	12	60	8	40	20
Other	8	38	13	62	21
Total	60	55	48	44	109
Service					
Married	49	78	14	22	63
Single	33	69	14	29	48
Other	2	40	3	60	5
Total	85	72	32	27	118

See note, Table 1

In retail trade, as in Ottawa and Windsor, where approximately 87 per cent of total employment in the surveyed firms was female, the percentage of married employees using the notice period was lowest. This finding is consistent with the hypothesis suggested above, that single women will make more extensive use of the notice period than married women.

#### Age

While the effect of age on the use of the notice period cannot be definitely established from the available information, the data indicate some relationship between the two factors (see Table 5). Overall it is the workers in the age groups of highest labour force attachment (ages 25-54) who made the greatest use of the notice period. These years also tend to be ones of greater family responsibility.

Considering the age groups by industry, no clear pattern emerges. In manufacturing, where almost 80 per cent of the respondents were under 45 years of age, the proportion of workers using the notice period was highest (75 per cent). At the other end of the scale, in retail trade, where fewer than one-third of the employees were below the age of 45, only 55 per cent of the terminated workers took advantage of the notice period.

Age seems to be an indicator of a number of other influences. For example, one can expect relationships between age and such factors as economic responsibility or pressure, skill levels or experience and seniority. Each one of these variables as well as many others, no doubt, influences a worker's strategy after he receives the termination notice. Given the available information, however, it is impossible to isolate the dominant forces.

#### Years of Service

On average, slightly over 70 per cent of all respondents had 5 years or less of service with their employer when they received notice (see Table 6). The proportion increases to 76 per cent in mining, an industry employing a highly mobile work force. On the other hand, almost one-half of all employees in retail trade were with their employer for six or more years.

The figures for length of service in retail trade may seem inconsistent with the high turnover rates generally experienced in that industry. This may be explained by the nature of the terminations in this particular survey. Both were complete firm closures, thus terminating all employees, including those of long-standing who may not have been affected by a partial closing.

TABLE 5

## PROPORTION OF WORKERS WHO MADE USE OF THE NOTICE PERIOD BY AGE GROUP AND INDUSTRY

Industry and Age Group	Employees Receiving Notice				Age Group by Per Cent of Total
	Used Notice Period No.	%	Did Not Use Notice Period No.	%	
All Industries					
14 - 24	183	68	82	31	23
25 - 34	210	76	65	24	23
35 - 44	178	73	64	26	21
45 - 54	139	71	56	29	17
55 and Over	126	64	68	35	17
Total	836	71	335	28	100
Manufacturing					
14 - 24	113	73	39	25	31
25 - 34	116	79	31	21	29
35 - 44	76	77	23	23	19
45 - 54	52	80	13	20	13
55 and Over	26	62	16	38	8
Total	383	75	122	24	100
Mining					
14 - 24	41	62	24	36	15
25 - 34	81	75	27	25	24
35 - 44	69	66	34	33	23
45 - 54	54	67	25	31	18
55 and Over	63	73	23	27	19
Total	308	69	133	30	100
Retail					
14 - 24	6	50	6	50	11
25 - 34	2	50	2	50	4
35 - 44	14	78	4	22	17
45 - 54	20	63	12	38	29
55 and Over	18	42	24	56	39
Total	60	55	48	44	100
Service					
14 - 24	23	64	13	36	31
25 - 34	11	69	5	31	14
35 - 44	19	86	3	14	19
45 - 54	13	68	6	32	16
55 and Over	19	76	5	20	21
Total	85	72	32	27	100

See note, Table 1

TABLE 6

PROPORTION OF WORKERS WHO MADE USE OF THE NOTICE PERIOD BY  
YEARS OF SERVICE AND INDUSTRY

Industry and Years of Service	Employees Receiving Notice					Years of Service by Per Cent of Total
	Used Notice Period		Did Not Use Notice Period		Total	
	No.	%	No.	%		
All Industries						
Less Than 1 Year	227	72	88	28	316	27
1 - 2	148	75	46	23	197	17
3 - 5	209	65	110	34	320	27
6 - 10	113	69	48	29	163	14
11 and More	139	76	43	34	183	16
Total	836	71	335	28	1,179	100
Manufacturing						
Less Than 1 Year	69	78	20	22	89	18
1 - 2	72	78	18	20	92	18
3 - 5	116	66	58	33	175	34
6 - 10	57	81	13	19	70	14
11 and More	69	84	13	16	82	16
Total	383	75	122	24	508	100
Mining						
Less Than 1 Year	119	71	48	29	168	38
1 - 2	57	72	21	27	79	18
3 - 5	57	63	33	37	90	20
6 - 10	35	64	19	35	55	12
11 and More	40	77	12	23	52	12
Total	308	69	133	30	444	100
Retail						
Less Than 1 Year	8	62	5	39	13	12
1 - 2	12	75	4	25	16	15
3 - 5	16	55	13	45	29	27
6 - 10	8	42	10	53	19	17
11 and More	16	50	16	50	32	29
Total	60	55	48	44	109	100
Service						
Less Than 1 Year	31	67	15	33	46	39
1 - 2	7	70	3	30	10	8
3 - 5	20	77	6	23	26	22
6 - 10	13	68	6	32	19	14
11 and More	14	82	2	12	17	14
Total	85	72	32	27	118	100

See note, Table 1.

With the exception of retail trade, by far the largest proportion of all employees making some use of the advance notice had been employed for eleven or more years when they received notice. The percentages range from 84 in manufacturing to 77 in mining.

There are several reasons why workers with the most seniority may be most likely to make use of the notice period. Workers with many years of service tend to be older workers who may be aware that they will experience difficulties in finding a new job. Employees with considerable seniority wanting to at least maintain their present status and income may be more selective with respect to the new work they seek, and thus require more time to search.

#### Timing of Departure

By far the largest proportion of employees in all industries separated from their employer on the scheduled date (see Table 7). On average, an almost identical number of workers left their job before and after the scheduled termination date.

Approximately 20 per cent of the employees left before the scheduled lay-off date. This finding indicates that certain fears expressed by employers may be unfounded. In particular, the finding tends to refute the employers' prediction that compulsory advance notice requirements would lead to excessive early separations and consequently disrupt production schedules. The late terminations show that employees can, indeed, maintain a work force if it is required.

The data presented earlier suggest that the use made of notice depends largely on a worker's personal characteristics; if he is sufficiently motivated he will take advantage of the opportunity and search for new employment before the actual lay-off. Given the available information, there is also a question as to how many of the workers who left their jobs early would have separated from their employer anyway.

#### The Job Search

The 836 respondents who used the notice period made a total of 2,139 contacts (an average of 2.6) in their effort to find new employment. The data in Table 8 show quite a variation in the average number of contacts made between industry groups. Job seekers employed in the manufacturing industries appear to

TABLE 7

PROPORTION OF WORKERS WHO MADE USE OF THE NOTICE PERIOD BY TIMING  
OF DEPARTURE AND INDUSTRY

Industry and Timing of Departure	Employees Receiving Notice				Timing of De- parture by Per Cent of Total
	Used Notice Period No.	Used Notice Period %	Did Not Use Notice Period No.	Did Not Use Notice Period %	
All Industries					
Before lay-off date	186	77	53	22	20
On lay-off date	491	70	203	29	59
After lay-off date	158	67	78	33	20
Total	836	71	335	28	100
Manufacturing					
Before lay-off date	81	87	12	13	18
On lay-off date	259	72	98	27	71
After lay-off date	43	78	12	22	11
Total	383	75	122	24	100
Mining					
Before lay-off date	70	73	24	25	22
On lay-off date	147	72	56	27	46
After lay-off date	90	63	52	37	32
Total	308	69	133	30	100
Retail					
Before lay-off date	20	63	12	38	29
On lay-off date	26	48	27	50	50
After lay-off date	14	61	9	39	21
Total	60	55	48	44	100
Service					
Before lay-off date	15	75	5	25	17
On lay-off date	59	73	22	27	69
After lay-off date	11	69	5	31	14
Total	85	73	32	27	100

See note, Table 1.

have made the most effort to find new employment. On average they contacted or utilized 2.9 different sources in their job search. This average or "job search intensity" falls to 2.5 contacts in services, 2.3 in mining and 1.9 in retail trade.

Averages, no doubt, may be misleading. They do suggest, however, that the intensity of job search is influenced by such factors as the personal characteristics of job seekers, their job search patterns, occupation and industry of employment, and the location and size of the labour market where the termination occurred.

How do workers go about finding a job? The information reveals three major approaches.<sup>6</sup> These are, in order of importance, applying directly to employers for jobs, registering at Canada Manpower Centres, and utilizing personal and/or family contacts (see Table 8).

Direct application to employers was most frequently cited by workers as a method of looking for a new job. Thirty-five per cent of the employees in the retail trade used this approach, the proportion falling to 30 per cent in services and mining and to 26 per cent in the manufacturing industries. Next in importance of job search was registration with Canada Manpower Centres. Again retail trade, with 32 per cent, ranked high, and was followed by services (25 per cent), mining (23 per cent) and manufacturing (20 per cent). For the last mentioned group personal and/or family contacts ranked one percentage point higher than the CMC registrations. Finally, in the mining and manufacturing industries, a significant number of workers checked with their employer for job openings they might know of; the percentage being 15 and 14 respectively. This method of job search seems to be characteristic of the mining industry and much less important in retail trade and services.

#### Reasons For Not Using The Notice Period

Why did workers not use the advance notice period to search for employment? Given the information as shown in Table 9, the reasons can be grouped into three categories; expectations to remain with the same employer, intention of being out of the labour force, and "other" reasons.

- 
6. It should be noted, any one job seeker could have utilized all of the contacts or methods. Thus, the mentioning of the three approaches to gain re-employment should not lead to the conclusion that workers used only one of them and not the other two; possibly, a significant number used all three.

TABLE 8

TYPE OF JOB SEARCH CONTACTS MADE DURING NOTICE PERIOD BY INDUSTRY

Contact	Industry					
	Total No.* %	Manufacturing No. %	Mining No. %	Retail No. %	Services No. %	
Made Direct Application to Employer	604 28	288 26	214 30	39 35	63 30	
Contacted Canada Manpower Centres	470 22	215 20	166 23	36 32	53 25	
Utilized Personal and/or Family Contacts	430 20	229 21	138 19	24 21	39 19	
Checked with Employer about Job Openings	293 14	156 14	109 15	5 4	23 11	
Was Assisted by Labour-Management Committee	176 8	133 12	30 4	1 1	12 6	
Contacted Private Employment Agency	111 5	56 5	45 6	2 2	8 4	
Other	55 3	25 2	12 2	6 5	12 6	
Total	2,139 100	1,102 100	714 100	113 100	210 100	

See note, Table 1.

\* Some workers made more than one type of contact.

TABLE 9  
REASONS FOR NOT USING THE NOTICE PERIOD BY INDUSTRY

Reason	Industry						Service No. %
	Total No. %	Manufacturing No. %	Mining No. %	Retail No. %			
I. Expected to Remain with Employer							
Expected not to be Laid-Off	18	5	2	11	8	5	10
Expected to be Recalled	96	29	64	30	23	-	-
Expected to "Bump"	23	7	5	15	11	2	6
II. Intended to be Out of Labour Force After Lay-Off							
Wanted to Take a Vacation	64	19	19	21	16	13	27
Did Not Plan to Work After Lay-Off	25	8	2	10	8	8	17
III. Other	106	32	32	44	33	17	35
Total	335	100	122	100	133	100	48
							100
							32

See note, Table 1.

By far the largest number of workers who did not use the notice period expected to remain with the same employer despite the termination notice. In fact, 5 per cent did not expect to be laid off, 7 per cent expected to "bump"<sup>7</sup> employees with less seniority, and 29 per cent anticipated a recall after the lay-off.

The expectation of recall was especially significant in the manufacturing industries, where over one-half of all employees not using the advance notice gave that response as a reason for their inaction. The available information provides no evidence why employees display this optimistic attitude. A possible explanation would be that employers hinted that the termination may not take place or may only be temporary. Employers may give the termination notice in order to comply with the law even when they regard the chances of making the mass termination as being very small. Also, workers with many years of seniority may refuse to believe that their jobs will end.

Turning to the second category, the data show 8 per cent of the respondents who did not use the notice period anticipated withdrawing from the labour force. Another 19 per cent wanted to take a vacation before searching for a job. The withdrawal from the labour market can probably be explained in terms of age and sex; indeed, the percentage is highest in the retail trade where 75 per cent of the surveyed employees are 45 years of age or older and where a high proportion are female.

Finally, the group "other" contains responses which could not readily be categorized. Most of the responses were interpreted to mean no job search was undertaken because individuals "had no time to look for employment" or "thought no jobs were available." The minimum notice requirement for mass terminations is 8 weeks, a period which should be more than sufficient to find some time to look for a job.

These data support the earlier conclusion, namely, the job search is strongly influenced by personal characteristics and attitudes. The size of the "other" category, indeed, emphasizes that the motivational aspects may be the most important variables.

- 
7. Bumping is the term used where in cases of lay-offs workers with the least seniority will be laid off first and workers with more seniority will replace them.

Again, it must be emphasized that this survey was a first effort to collect information on the operation of the notice of termination legislation. The effort produced many insights into its usefulness and into the difficulties of obtaining information on the lay-off experiences of workers. It is anticipated that further research will be carried out by the Research Branch on various aspects of the termination legislation and its use.<sup>8</sup>

---

8. See footnote 2, page 1, for reference to a subsequent study of termination notice.



